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# CURRICULUM VITAE

## MORRIS M. KLEINER

*Business Address:* 260 Humphrey Center  
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University of Minnesota  
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### EDUCATION

Ph.D., University of Illinois, Department of Economics

M.A., University of Illinois, School of Labor and Employment Relations

B.S., Bradley University, Department of Economics

### EMPLOYMENT AT THE UNIVERSITY OF MINNESOTA, TWIN CITIES

1990 - AFL-CIO Chair Professor of Labor Policy

1987 - Professor, Humphrey School of Public Affairs, Center for Human Resources and Labor Studies, Carlson School of Management, and Department of Applied Economics  
Courses taught:  
Undergraduate - Personnel and Labor Relations  
Graduate - Labor Policy, Econometrics, Multivariate Techniques, Human Resources and Firm Performance, Labor Market Consequences of Economic Policies, Macroeconomics, Evaluation of Micro Finance Programs, Organizational Structure and Performance, Organization Theory Foundations of High-Impact Human Resources and Industrial Relations, Public Policies on Work and Pay, Graduate Workshop, and Research Methods in Public Policy

1989 - Director, Center for Labor Policy

1989 Humphrey Medal, Outstanding Teaching Faculty Member

1991-1992 Director of Graduate Studies, Humphrey School of Public Affairs

1993-1995 University Faculty Representative to the Minnesota State Legislature

2000- 2016 Director of Graduate Studies, University Graduate Certificate in *Policy Issues on Work and Pay*

2004-06 Chair, All University Senate Committee on Faculty Affairs

2007-08 Juran Scholar, Carlson School of Management

- 2015 International Award, *Labor and Employment Relations Association*, Academic Fellow for Exceptional Lifetime Research Contributions
- 2016 Distinguished Scholarship Award, St. Francis University, Center for the Study of Occupational Regulation
- 2018 Lifetime Achievement Award, *Labor and Employment Relations Association* for outstanding contributions to the field of Industrial Relations and Human Resources

**NATIONAL BUREAU OF ECONOMIC RESEARCH, CAMBRIDGE, MASSACHUSETTS**

- 1994 - Research Associate
- 1984-1994: Research Economist

**FEDERAL RESERVE BANK OF MINNEAPOLIS, MINNEAPOLIS, MINNESOTA**

- 2005- Visiting Scholar, Economic Research Department
- 2018-19 Senior Scholar, Opportunity & Inclusive Growth Institute

**UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH, KALAMAZOO, MICHIGAN**

- 2015- Visiting Scholar

**LONDON SCHOOL OF ECONOMICS, LONDON, ENGLAND**

- 2007- 2011 Editor, *British Journal of Industrial Relations*, London School of Economics
- 2016 Visiting Professor, School of Management, Winter and Spring
- 2017- 2019 Associate Editor, *British Journal of Industrial Relations*, London School of Economics

**PREVIOUS FULL-TIME POSITIONS; UNIVERSITY OF KANSAS, LAWRENCE, KANSAS (1974-87)**

- 1984-87: Professor, School of Business
- 1983-87: Director, Center for Human Resources
- 1986 Visiting Research Economist, National Bureau of Economic Research
- 1985-86: Visiting Professor, School of Law
- 1983-84: On leave (Harvard University and The National Bureau of Economic Research)
- 1983-84: Director, National Labor Market Information Training Institute
- 1983: Acting Director, Institute for Economic and Business Research
- 1982-84: Business Alumni Faculty Scholar
- 1981-83: Director Labor Market Studies, Institute for Economic and Business Research

- 1980-83: Director of Doctoral Programs, School of Business
- 1979-84: Associate Professor, School of Business
- 1976-77: On Leave (Brookings Institution, Staff Associate in Employment Policy)
- 1975-76: Director of Research, School of Business
- 1974-79: Assistant Professor, School of Business

**COURSES TAUGHT (GRADUATE and UNDERGRADUATE)**

Labor Market Analysis and Human Resources Management, Human Resource Management, Collective Bargaining, Labor Relations, Doctoral Research Seminar, Managerial Economics, and Macroeconomics

Very Good to Excellent Teaching Evaluations  
 Outstanding Educator Award 1983, All-School of Business Teaching Award  
 Byron Schutz Award for Distinguished Teaching, 1985-86, All-University Teaching Award

**CONTINUING EDUCATION:**

**TOPICS INCLUDE:**

Formal courses taught  
 in many private and  
 public programs

Information System Utilization  
 Negotiating Effective Labor Agreements  
 Human Resources and Organizational Effectiveness  
 Regulation and Economics

Numerous Presentations to Public and Private Conferences and the Media Concerning Economics, Human Resources, and Public Policy.

Major Executive Committee Service: School of Business, University, and State of Kansas Labor Policy Committees for the legislative and executive branches

## **OTHER FULL-TIME AND PART TIME POSITIONS**

Hoover Institution, Stanford University, forthcoming, Winter and Spring, 2023, Visiting Scholar.

Knee Center for the Study of Occupational Regulation, West  
Virginia University, fall 2022, Visiting Scholar

Queen Mary University of London, London, England, Winter 2016, Visiting Scholar,

Collegio Carlo Alberto, Turin, Italy, Visiting Professor and Visiting Scholar, Fall 2015

Upjohn Institute for Employment Research, Visiting Scholar, summers 2010 through 2019

University of Cardiff, Cardiff, Wales, School of Business, Montague Burton Fellow, May 2012

Tel Aviv University, Department of Economics, Visiting Scholar, parts of Spring and Fall 2009  
2011, 2014-2019, and 2022.

Princeton University, Industrial Relations Section, Visiting Scholar and Researcher, Fall 2008

Federal Trade Commission, Washington, D.C. 2003-2008, Special Consultant on Occupational  
Regulation, Bureau of Economics

London School of Economics and Political Science, London, England:  
Leverhulme Trust Visiting Professor, Department of Industrial Relations, 2002, and  
Visiting Research Fellow, Centre for Economic Performance, 1995, 2007, and 2008.

New York University, School of Law, Center for Labor and Employment Law, 1999-2000,  
Research Fellow.

Harvard University and National Bureau of Economic Research, Cambridge,  
Massachusetts: 1983-84, Visiting Scholar and Research Economist, Summer 1986.

Brookings Institution, Washington, D.C.:  
1976-77, Staff Associate in Employment Policy.

U.S. Department of Labor:  
1976-77, Permanent Consultant, Employment and Training Administration, Office of  
Planning and Policy

University of Illinois:  
1971-74, Research Assistant and Research Fellow, Center for Advanced Computation.

National Labor Relations Board:  
1971, Labor-Management Relations Examiner, Region 38, Peoria, Illinois

## **OTHER PROFESSIONAL EXPERIENCE:**

- 2021-2022 Expert, World Health Organization (WHO) Technical Expert Group on Health Practitioner Regulation
- 2020 Expert Consultant, World Bank, Occupational Licensing in Croatia
- 2017-2020 Panel of Experts, *Occupational Licensing: Assessing State Policy and Practice*, National Governor's Association, National Conference of State Legislatures, and The Council of State Governments
- 2014 Experts Panel, Human Resources Program of the National Science Foundation
- 2012 Expert to the U.S. Federal Government Interagency Working Group on Expanded Measures of Enrollment and Educational Attainment
- 2004- 2016 Executive Board of Directors, Labor and Employment Relations Association (LERA), (Elected position). Chair, John T. Dunlop Outstanding Scholar Selection Committee; Chair, Susan C. Eaton Outstanding Scholar Practitioner Award Selection Committee, Co-chair, Aerospace Industry Council
- 2000- 2016 Executive Board of Directors, The Center for Construction Research and Training, Washington, D.C.
- 1990: Expert on economic aspects of equal employment law and wage and benefit law, including a study for the Minnesota State Bar Association (MSBA) "and Analysis of the Earnings of Male and Female MSBA Members," with S. Hoenack.
- 1988-89: Labor Economics Consultant, McDonnell Douglas Corp.
- 1979 - 2005: Certified Fact Finder, Kansas Public Employee Relations Board.
- 1985: Research Consultant, Westat, Inc.
- 1983: Expert, State of Kansas Job Training Partnership Act (J.T.P.A.) Displaced Worker Program.
- 1980-81: Special Consultant to E. I. Dupont DeNemours and Co., Inc., Analysis of the Engineering Labor Market.
- 1980-81: Faculty Associate, Center for Business and Public Policy, University of Maryland.
- 1979-81: Research Associate, Princeton University, Woodrow Wilson School, Evaluation of Public Service Employment.
- 1978: Consultant, Federal Committee on Statistical Methodology.

- 1978-79: Consultant, Bureau of Economic Analysis, U.S. Department of Commerce.
- 1977-78: Special Consultant, National Commission on Employment and Unemployment Statistics.
- 1976-77: Research Reviewer, Office of Research and Development, U.S. Department of Labor.
- 1971-72: Consultant, Superintendent of Public Instruction, State of Illinois

## **BOOKS:**

- Grease or Grit? International Case Studies of Occupational Licensing and Its Effects on Efficiency and Quality.* (ed.), with Maria Koumenta, Upjohn Institute for Employment Research, Kalamazoo, Michigan, 2022.
- Guild-Ridden Labor Markets: The Curious Case of Occupational Licensing,* Upjohn Institute for Employment Research, Kalamazoo, Michigan, p. 117, 2015.
- Stages of Occupational Regulation: Analysis of Case Studies,* Upjohn Institute for Employment Research, Kalamazoo, Michigan, p. 291, 2013. (Chosen as one of the "Noteworthy Books in Industrial Relations and Labor Economics" for 2013 by Princeton University, Industrial Relations Section)
- Licensing Occupations: Ensuring Quality or Restricting Competition?* Upjohn Institute for Employment Research, Kalamazoo, Michigan, p. 195, 2006. (Chosen as one of the "Noteworthy Books in Industrial Relations and Labor Economics" for 2006 by Princeton University, Industrial Relations Section)
- Industrial Relations: Institutions and Organizational Performance,* Dartmouth Publishing Co., (ed.) London, p. 548, 1994.
- Employee Representation: Alternatives and Future Directions,* Industrial Relations Research Association and Cornell University, ILR Press, (ed.), Madison, Wis., with B. Kaufman, p. 390, 1993. (Chosen as one of the "Noteworthy Books in Industrial Relations and Labor Economics" for 1993 by Princeton University, Industrial Relations Section.)
- Labor Market Institutions and the Future Role of Unions,* Blackwell Co., (ed.), Oxford, U.K., with M. Bognanno, p. 228, 1992.
- Labor Markets and Human Resource Management,* Scott Foresman and Co., Glenview, Illinois, p. 480, 1988, with R. McLean and G. Dreher.
- Human Resources and the Performance of the Firm,* Industrial Relations Research Association (ed.), Madison, Wis., 1987, with R. Block, M. Roomkin, and S. Salsburg, p. 343. (Chosen as one of the "Noteworthy Books in Industrial Relations and Labor Economics" for 1987 by Princeton University, Industrial Relations Section).

## **PUBLICATIONS by TOPIC:**

## I. *Economics of Occupational Licensing*

- “A Welfare Analysis of Occupational Licensing in U.S. States”, with Evan J. Soltas, forthcoming in the *Review of Economic Studies*, also National Bureau of Economic Research Working Paper, 26383, 2019.
- “Analyzing the Influence of Occupational Licensing Duration and Grandfathering on Wage Determination,” with Suyoun Han, April 2021. *Industrial Relations*, Vol. 60, No. 2. pp. 147-187 lead article. also, National Bureau of Economic Research Working Paper, No.22810,
- “Occupational Licensing: Improving Access to Regulatory Information,” with E. J. Timmons, *Journal of Labor Research*, Volume 41, issue 4. pg. 333-337. December 2020, pp. 333-337.
- "The Labor Market Consequences of Regulating Similar Occupations: The Licensing of Occupational and Physical Therapists" with Jing Cai, *Journal of Labor Research*, Volume 41, issue 4. December 2020, pp. 352 – 381.. also Upjohn Institute for Employment Research Working Paper, 2016.
- “Is Occupational Licensing a Barrier to Interstate Migration?” with Janna. E. Johnson, *American Economic Journal: Policy*. 2020, 12 (3): 347-73., also National Bureau of Economic Research Working Paper, No. 24107, December 2017, p. 45.
- “Re-examining Advances in Occupational Licensing Research: Issues and Policy Implications”, with Alex Bryson, *British Journal of Industrial Relations*, Vol. 58 No. 4, December 2019, 57(4),721-731 .
- “Occupational Licensing and Labor Market Fluidity”, with Ming Xu, No. w27568. National Bureau of Economic Research, 2020, under review *Journal of Labor Economics*.
- “*Occupational Licensing in Israel*” with Yair Osteroff and David Levi-Faur, The Aaron Institute for Economic Policy, Interdisciplinary Center, Herzliya, Israel. 2019, p. 36.
- At What Cost? State and National Estimates of the Economic Costs of Occupational Licensing*, with Evgeny S. Vorotnikov, Institute for Justice, Arlington Virginia, p. 64, 2018.
- “Analyzing the Labor Market Outcomes of Occupational Licensing” with Maury Gittleman and Mark Klee, *Industrial Relations*, Vol. 57, No. 1. January 2018, pp. 57-100.
- “The Influence of Licensing Engineers on Their Labor Market,” with Y.S. Hur and Y. Wang, *Engineering in a Global Economy*, ed. by R. Freeman and H. Salzman, National Bureau of Economic Research and University of Chicago Press Volume, Chapter 7, April 2018, pp. 217-242.
- “Occupational Licensing of Uber Drivers,” with J. Hall, J. Hicks and R. Solomon, Working Paper presented at American Economic Association Meetings and Stanford Institute for

Theoretical Economics, 2018.

“The Influence of Occupational Licensing and Regulation,” October 2017, *IZA World of Labor*.

“Analyzing Occupational Licensing Among the States” with E. Volotnikov, *Journal of Regulatory Economics*, Vol. 52, no. 2. June 2017, pp. 132-158.

“Do Occupational Regulations Increase Earnings? Evidence from China” with W. Chi and X. Qian, *Industrial Relations*, Vol. 56. No. 2, April 2017, pp. 351-381.

“Relaxing Occupational Licensing Requirements: Analyzing Wages and Prices for a Medical Service,” with A. Marier, K.W. Park, and C. Wing, *Journal of Law and Economics*, Vol. 59, No. 2. May 2016, pp. 261- 291.

“Milton Friedman and Occupational Licensing” in *Milton Friedman: Contributions to Economics and Public Policy* ed. Robert A. Cord and J. Daniel Hammond, Oxford University Press, 2016, pp. 480-498.

“Battling over Jobs: Occupational Licensing in Health Care,” *American Economic Review: Papers and Proceedings*, May 2016, Vol. 106(5) pp.165-170.

“Wage Effects of Unionization and Occupational Licensing Coverage in the United States” with M. Gittleman, *Industrial and Labor Relations Review*, January 2016, 69: pp.142-172.

“Rationalizing Occupational Licensing Policies,” Brookings Institution, Hamilton Project, March 2015, pp. 33.

“Life, Limbs and Licensing: Occupational Regulation, Wages, and Workplace Safety of Electricians, 1992-2007” with K.W. Park, *Monthly Labor Review*, January 2014, pp.1- 30.

“Why License a Florist?” *New York Times*, May 29, 2014. p. A35.

“Occupational Licensing in Health Care,” 2014. in the *Encyclopedia of Health Economics* (A.J. Culyer, Editor).

“Analyzing the Extent and Influence of Occupational Licensing on the Labor Market” with A. B. Krueger, *Journal of Labor Economics*, vol. 31, no. S1, April 2013 pp. S-173-202. also NBER Working Paper 14979, May 2009.

“How Does Government Regulate Occupations in the UK and US? Issues and Policy Implications” with A. Humphris, and M. Koumenta in *Employment in the Lean Years. Policy and Prospects for the Next Decade*. ed. David Marsden, Oxford



University Press, 2011, pp. 87-101.

“Enhancing Quality or Restricting Competition: The Case of Licensing Public School Teachers,” *Journal of Law and Public Policy*, Vol. 5, No. 2 Lead article, Spring 2011, pp. 1-15.

“The Prevalence and Effects of Occupational Licensing,” with Alan B. Krueger, *British Journal of Industrial Relations*, Vol.48, No. 4 December 2010, pp. 676– 687 also NBER Working Paper 14308.

“The Regulation of Occupations,” with Alex Bryson, *British Journal of Industrial Relations*, vol.48, No. 4 December 2010, pp. 670-675.

“Battles Among Licensed Occupations: Analyzing Government Regulations on Labor Market Outcomes for Dentists and Hygienists” with Kyoung Won Park, NBER Working Paper No. 16560, November 2010, pp. 40

“Occupational Licensing Matters: Wages, Quality, and Social Costs,” 2010. with Charles Wheelan, CESifo DICE Report, University of Munich, vol. 3, 2010 pp. 29-33.

“Mortgage Broker Regulations That Matter: Analyzing Earnings, Employment, and Outcomes for Consumers,” with Richard M. Todd, *Studies of Labor Market Intermediation*, ed. David Autor, University of Chicago Press and National Bureau of Research, 2009, pp.183-231. (also NBER Working Paper 13684, December 2007).

“We Don’t Need a Mortgage Guild” with Charles Wheelan, *Wall Street Journal*, March 24, 2008, p. A-14.

“A License for Protection”, *Regulation*, Vol.29, No. 3. Fall 2006, pp. 17-21.

“Driving for a License: Occupational Licensing Continues to Grow, But Benefits to Consumers Are Not Obvious”, *Minneapolis Federal Reserve Board Federal Reserve Gazette*, May 2006.

“Regulating Occupations: Quality or Monopoly?,” Upjohn Institute for Employment Research Newsletter, January 2006, pp. 1-3.

“Our Guild-Ridden Economy”, *Wall Street Journal*, October 15, 2005, p. A-7.

"Regulating Occupations: The Growth and Labor-Market Impact of Licensing", *Perspectives on Work*, Vol.8, No. 2, Winter 2005, pp. 40-41.

"Occupational Licensing", *The Journal of Economic Perspectives*, Vol. 14, No.4, November, 2000, pp. 189-202.

"Does Regulation Affect Economic Outcomes? The Case of Dentistry," with R. Kudrle, *Journal of Law and Economics*, Vol. 63, No. 2, October 2000, pp. 547-582.

"The Growth of Occupational Licensing: Are We Protecting Consumers?" with M. Gordon,

*Center for Urban and Regional Affairs Reporter*, Vol. 26, No. 4, 1996, pp. 8-12.

"Do Tougher Licensing Provisions Limit Occupational Entry? The Case of Dentistry," National Bureau of Economic Research Working Paper No. 3984, with R. Kudrle, 1992.

"Are There Economic Rents For More Restrictive Occupational Licensing Practices?" Industrial Relations Research Association, *Proceedings*, 1990, pp. 177-185.

"Unionism and Licensing of Public School Teachers: Impacts on Wages and Educational Output," in *When Public Sector Workers Unionize*, Richard B. Freeman and C. Ichniowski (eds.), University of Chicago Press and National Bureau of Economic Research, 1988, with D. Petree, pp. 305-319.

"Barriers to Labor Migration: The Case of Occupational Licensing," *Industrial Relations*, Vol. 21, No. 3, 1982, pp. 383-391, with R. Gay and K. Greene.

"Licensing, Migration, and Earnings: Some Empirical Insights," *Policy Studies Review*, Vol. 1, No. 3, 1982, pp. 510-522, with R. Gay and K. Greene, reviewed in *Regulation*, American Enterprise Institute, November/December 1982, pp. 49-50.

### ***Labor Relations, Organizational Performance, and Public Policy***

"The Influence on Resale Prices of Labor Management Disputes in Aircraft Manufacturing" with L. Ding, J. Leonard, and A. Pilarski, *Proceedings, Labor and Employment Relations Association*, 2014, pp. 53-57.

"Evaluating the Effectiveness of National Labor Relations Act Remedies: Analysis and Comparison with Other Workplace Penalty Policies," with D. Weil, in *Research Handbook on the Economics of Labor and Employment Law*, ed. C. Estlund and M. Wachter, Edward Elgar Publishing Ltd. 2012, pp. 209-247. Also NBER Working Paper 16626.

"Organizational and Individual Learning and Forgetting," with J. Nickelsburg and A. Pilarski, in *Industrial and Labor Relations Review*, Vol. 65, No. 1, January 2012. pp. 68-81.

"Can a Workplace Have an Attitude Problem? Workplace Effects on Employee Attitudes and Organizational Performance," with A. Bartel, R. B. Freeman and C. Ichniowski, in *Labour Economics*, lead article, Vol. 18, 2011, pp. 411-423. also NBER Working Paper 9987, September 2003, pp. 1-45, and Centre for Economic Performance Discussion Paper #636, London School of Economics, May 2004.

"Adoption and Termination of Employee Involvement Programs," with W. Chi and R.B. Freeman, *Labour*, Vol. 25 No. 1. 2011, pp. 45-62. Also NBER Working Paper 12878,

- “International Differences in Lean Production, Productivity, and Employee Attitudes,” with S. Helper, *International Differences in Business Practices and Productivity*, ed. R.B. Freeman and K. Shaw, University of Chicago Press and National Bureau of Research, 2009, pp. 231-261, also NBER Working Paper 13015, April 2007, pp. 1-52.
- "Do Industrial Relations Institutions Influence Foreign Direct Investment? Evidence from OECD Nations," with H. Ham, *Industrial Relations*, Vol. 46, No. 2. April 2007, pp.305- 328.
- “Governing the Global Workplace,” with M. Bognanno and J. Budd, *Industrial Relations*, Vol. 46, No. 2, April 2007, pp. 215-221.
- “The Diffusion and Decline of Employee Involvement Policies in U.S. Manufacturing Plants,” with W. Chi and R.B. Freeman and, *Labor and Employment Relations Proceedings*, 2006, pp. 44-51.
- "The Last American Shoe Manufacturers: Decreasing Productivity and Increasing Profits in the Shift from Piece Rates to Continuous Flow Production." with R. B. Freeman, *Industrial Relations*, April 2005, Vol. 44, No.2, pp. 307-330.
- "Follow the Leader: Are British Trade Unions Trailing the U. S. Decline?" in *Trade Unions: Resurgence or Demise?* ed. S. Fernie and D. Metcalf, Routledge Press, London, 2005, pp. 199-212.
- "When Management Strategies Change: Employee Well-Being at an Auto Supplier", with S. Helper, in *Low Wage America: How Employers Are Reshaping Opportunity in the Workplace*, ed. E. Appelbaum, A. Bernhardt, R. J. Murnane, Russell Sage Foundation, New York, 2003, pp. 446-478.
- "An Empirical Study of Dispute Resolution Mechanisms: Where Do Plaintiffs Better Vindicate Their Rights?" with M. Delikat, *Dispute Resolution Journal*, November 2003, Vol. 58, No. 4, pp. 56-58.
- "What Impact Do the Different Industrial Relations Systems in the U.S. and the European Union Have on Foreign Direct Investment?" with H. Ham, in *Multinational Companies and Global Human Resource Strategies*, ed. W. Cooke, Quorum Books, Westport, Connecticut, 2003, pp. 87-100.
- "Local Union Political Competition and Bargaining Performance" with A. Pilarski,, *Industrial Relations Research Association Proceedings*, 2002, pp. 193-202.
- "How Industrial Relations Affect Plant Performance: The Case of Commercial Aircraft Manufacturing," with J. Leonard and A. Pilarski, *Industrial and Labor Relations Review*, Vol. 55, No. 2, January 2002, pp. 195-218.
- “Labor Economists Go to Washington: Evolution of the Chief Economist’s Post at the Department of Labor,” *Perspectives on Work*, 2002, Vol. 6, No. 2. pp. 34-35.

- "Does Internal Union Political Competition Enhance Its Effectiveness?" with A. Pilarski, *Internal Governance and the Organizational Effectiveness of Labor Unions*, ed. S. Estreicher, H. Katz, and B. Kaufman, Kluwer Publishing, 2001, pp. 103-119.
- "From Piece Rates to Group Incentives: Can the Company and Its Employees Gain?" with S. R. Helper and Y. Ren, *Industrial Relations Research Association Proceedings*, 2001, pp. 183-191.
- "Intensity of Management Resistance: Understanding the Decline of Unionization in the Private Sector," *Journal of Labor Research*, Vol 22, No. 3, Summer 2001, pp. 519- 540, reprinted in *The Future of Trade Unionism in the United States*, ed. J. Bennett and B. Kaufman, M.E. Sharpe Publishers, Armonk, New York, 2002, pp. 292-316.
- "The Concentration of Commercial Aircraft Manufacturing: Examples of Its Implications for Employment and Productivity", with A. Pilarski and Y. Ren, *Industrial Relations Research Association Proceedings*, 2000, pp. 213-220.
- "The Anatomy of Employee Involvement and Its Effects on Firms and Workers", with R.B. Freeman and C. Ostroff, NBER Working Paper 8050, December 2000, pp. 36, reviewed in *Business Week on Line*, January 10, 2001.
- "Who Benefits Most From Employee Involvement: Firms or Workers?", with R. B. Freeman, *American Economic Review*, Vol. 90 No. 2, May 2000, pp. 219-223.
- "Labor and Operations" with A. Pilarski, *Handbook of Airline Operations*, ed. G. Butler and M. R.Keller, McGraw Hill, New York, 2000, pp. 621-633.
- "Do Unions Make Enterprises Insolvent?" with R. B. Freeman, *Industrial and Labor Relations Review*, Vol. 52, No. 4, July 1999, pp. 507- 524.
- "Do Industrial Relations Events Have Long Term Effects on Plant Performance?: The Case of Commercial Aircraft Manufacturing" with J. Leonard and A. Pilarski, *Industrial Relations Research Association Proceedings*, 1999, pp. 136-143.
- "Human Resource Management and Performance in the Banking Industry" with A. Bartel, R. B. Freeman, and C. Ichniowski, *Industrial Relations Research Association Proceedings*, 1999, pp. 35-42.
- "The Last American Shoe Manufacturers: Changing the Method of Pay to Survive Foreign Competition", with R B. Freeman, NBER Working Paper No. 6750, October 1998, and reprinted in *NYU Working Papers on Labor and Employment Law*, Kluwer Academic Press, 2000, Chapter 1, pp. 1-33.
- "From Piece Rates to Time Rates: An Exploratory Study" with R. B. Freeman, *Industrial Relations Research Association Proceedings*, 1998, pp. 50-59.
- "Works Councils and Unionization: Lessons from South Korea," with Y. M. Lee, *Industrial Relations*, Vol. 36, No. 1, January 1997, pp. 1-16.

- "Employee Communications: An Overview," with T. S. Han, in *Handbook of Human Resources*, J.A.I. Press, Vol. 1, 1997, pp. 87-110.
- "Unionization, Employee Representation and Economic Performance: Comparisons Among OECD Nations," with C. R. Ay, *Advances in Industrial and Labor Relations*, J.A.I. Press, Vol. 7, 1996, pp. 97-121.
- "Monitoring, Grievances, and Plant Performance," with G. Nickelsburg and A. Pilarski, *Industrial Relations*, Vol. 34, No. 2, April 1995, pp. 169-189.
- "What Will It Take?: Establishing the Economic Costs to Management of Noncompliance with the NLRA," in *Restoring the Promise of American Labor Law*, S. Friedman et al. (ed.) Cornell University, Industrial and Labor Relations Press, Ithaca, N.Y., 1994, pp. 137-46.
- "Employee Representation: Alternatives and Future Directions," with B. Kaufman, *Industrial Relations Research Association Proceedings*, 1993, pp. 311-320.
- "Labor Market Institutions and the Future Role of Unions," with M. Bognanno, *Industrial Relations*, Vol. 31, No. 1, Winter 1992, pp. 1-12.
- "The Effect of Two-Tier Collective Bargaining Agreements on Shareholder Equity," with S. Thomas, *Industrial and Labor Relations Review*, Vol. 45, No. 2, January 1992, pp. 339-351.
- "Information-Sharing of Sensitive Business Data with Employees," with M. Bouillon, *Industrial Relations*, Vol. 30, No. 3, Fall 1991, pp. 480-491.
- "Regulatory Power and Good Faith Collective Bargaining: The Decision to Comply," *Public Policy and Economic Institutions*, with M. Schliebs (reprinted in U.S. House Subcommittee report *Has Labor Law Failed?* on the National Labor Relations Act), J.A.I. Press, Vol. 10, 1991, pp. 131-145.
- "Employer Behavior in the Face of Union Organizing Drives," with R. B. Freeman, *Industrial and Labor Relations Review*, Vol. 43, No. 4, April 1990, pp. 351-365.
- "Impact of New Unionization on Wages and Working Conditions: A Longitudinal Study of Establishments," with R. B. Freeman, *Journal of Labor Economics*, Vol. 7, No. 3, pt. 2, 1990, pp. S-8 - S-25.
- "The Role of Industrial Relations in Industrial Performance" in *Employee and Labor Relations*, Bureau of National Affairs, Washington, D.C., John Fossum (ed.), 1990, pp. 23-43.
- "Grievances and Plant Performance: Is Zero Optimal?" with G. Nickelsburg and A. Pilarski, Industrial Relations Research Association, *Proceedings*, 1988, pp. 172-180.
- "Providing Business Information to Production Workers: Correlates of Compensation and Profitability," with M. Bouillon, *Industrial and Labor Relations Review*, Vol. 41, No. 4, 1988, pp. 605-617.

- "Industrial Relations and Firm Performance" with R. Block, M. Roomkin, and S. Salsburg in *Human Resources and the Performance of the Firm*, IRRA Research Volume 1987, Madison, Wis., pp. 319-343.
- "Federal Capital Expenditures and Budget Deficits: GNP and Labor Implications," with L. A. Gordon and R. Natarajan, *Journal of Accounting and Public Policy*, Vol. 5, No. 4, 1986, pp. 1-16 (Lead article).
- "Union Organizing Drive Outcomes from N.L.R.B. Elections During a Period of Economic Concessions," with R. B. Freeman, Industrial Relations Research Association, *Proceedings*, 1986, pp. 41-46.
- "Public Policy Implications of Financial Information Requirements Under the National Labor Relations Act," *Journal of Accounting and Public Policy*, Vol. 3, No. 4, Winter 1984, pp. 253-257 (Lead article).
- "Unionism and Employer Discrimination: Analysis of 8(a)(3) Violations," *Industrial Relations*, Vol. 23, No. 2, 1984, pp. 234-243 (reprinted in the U.S. House Subcommittee Report *Has Labor Law Failed? on the National Labor Relations Act*).
- "Determinants of Negotiated Agreements for Public School Teachers," with C. Krider, *Educational Administration Quarterly*, Vol. 15, No. 3, 1979, pp. 66-82.
- "Negotiated Contract Provisions for Public School Teachers," *Negotiations Reports* (Springfield, Illinois), Spring, 1972, pp. 1-4, with P. Gerhart, (reprinted in *Government Employee Relations Reports* (Bureau of National Affairs, Washington, D.C., November, 1972).

### **III. Labor Markets in Transition**

- "Metropolitan Area Labor Market Changes: Determinants and Comparisons by Industry," *Regional Studies*, Vol. 19, No. 2, 1985, pp. 131-138.
- "Metropolitan Migration and Labor Market Changes by Industry," *Annals of Regional Science*, Vol. 18, No. 3, 1984, pp. 11-24.
- "Access and Reliability of Labor Market Information Systems: An Economic Perspective," in *Access to Information through Censuses and Surveys*, Tore Dalenius (ed.), Brown University, with B. Bhattacharyya, 1983.
- "Evidence on Occupational Migration: Some New Comparisons," *Growth and Change*, Vol. 13, No. 3, 1982, pp. 43-48.
- "Labor Market Problems in Kansas," *Kansas Business Review*, Vol. 5, No. 3, 1982, pp. 1-6, with A. Redwood and B. Bhattacharyya.
- "Small Firms As First Employers of New Entrants to the Workforce," *Proceedings*, Small Business Research Conference, 1982, with A. Redwood, pp. 704-715.
- "The Migration of Workers to and from Kansas: 1965-75," *Kansas Business Review*, 1982,

Vol. 6, No. 1, pp. 1-6, with A. Redwood and B. Bhattacharyya.

"Workforce Entrants and Exits: Some Comparisons of Administrative and Survey Data," *International Journal on Policy and Information*, Vol. 5, No. 2, 1981, pp. 139-150.

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## **EXTERNALLY FUNDED RESEARCH**

Principal Investigator, "Development of a Comprehensive Database of State-Level Occupational Licensing Requirements from 1870-2020", Knee Center for the Study of Occupational Regulation, 2022- 2024.

Principal Investigator, "Developing new historical data on occupational licensing requirements

- in the United States," Charles Koch Foundation, 2020-2023.
- Principal Investigator, "Data Collection on Ex-Offender Licensing Restrictions," Federal Reserve Bank of Minneapolis, 2019.
- Principal Investigator, "The Labor Market Consequences of Ex-Offender Licensing Laws, Washington Center for Equitable Growth, 2019-2020.
- Principal Investigator, "Occupational entry regulations for personal service occupations," Organization for Economic Cooperation and Development (OECD), Paris, France, 2019.
- Principal Investigator, "Scope of Practice Regulations and Ex-offender Licensing Restrictions, Federal Reserve Bank of Minneapolis, 2018.
- Principal Investigator, "Data Collection on the Scope of Practice Laws on Occupational Licensing: Are These Laws Limiting Access to Work," Russell Sage Foundation, 2017-2019
- Co-Principal Investigator, "Study of the Perceived Quality of Professional Services Offered On-Line Across Member States," European Commission, 2017-2018.
- Principal Investigator, "Occupational Licensing in Israel: Scope, Trends and Consequences", The Aaron Institute for Economic Policy, The Interdisciplinary Center, Herzliya, Israel. 2016-2018.
- Principal Investigator, "Developing New Data on the Origins, Evolution, and Composition of Occupational Licensing Statutes and Procedures", Ewing Marion Kauffman Foundation, 2015-2018.
- Principal Investigator, "The U.S. Labor Market, Economic Growth, and Social Mobility: The Role of Occupational Licensing." Smith Richardson Foundation, 2015-2018.
- Principal Investigator, "The Origins and Evolution of State Occupational Licensing Statutes", Ewing Marion Kauffman Foundation, 2014-2015.
- Co-Principal Investigator, "Economic Costs and Benefits of Further Reducing Regulations Which Restrict the Movement on Professions" United Kingdom, Department for Business Innovation and Skills, 2013-14 with Maria Koumenta, Amy Humphries, and Mario Pagliero
- Principal Investigator, "Costs of Occupational Licensing," Templeton Foundation. 2013-14.
- Investigator, "The U.S. Labor Market for Engineers in the Global Economy," Sloan Foundation, 2010-2012.
- Investigator, "A Review of Occupational Licensing and its Impact", United Kingdom, Commission for Employment and Skills, 2010-11.



Principal Investigator, "Licensing and Certification of Selected Construction Occupations and Health and Safety", National Institute for Occupational Safety and Health, Department of Health and Human Services, 2008-2010.

Principal Investigator, "Stages of Occupational Regulation" Upjohn Institute for Employment Research, 2007-2010.

Co-Principal Investigator, Princeton Data Improvement Initiative, with Alan B. Krueger P.I., 2007-09.

Co-Investigator, "International Differences in the Business Practices and Productivity of Multinational Firms: A Case-Based Approach," Sloan Foundation, with S. Helper, 2003-2007.

Co-Principal Investigator, "The Future of Trade Unions in Britain" Centre for Economic Performance, London School of Economics, 2000-2005, with D. Metcalf, P.I.

Principal Investigator, "Keeping Jobs", Russell Sage and Rockefeller Foundation, 1998- 2002.

Principal Investigator, "Occupational Licensing in the U.S. and E.U.," Upjohn Institute for Employment Research, 1998-2005.

Co-Principal Investigator, "Economic Internationalization, Institutional Change, and Democracy," Austrian National Science Foundation and the University of Vienna, 1997-2000, with J. Freeman.

Co-Principal Investigator, "Labor Practices, Employee Attitudes, and Productivity," Citicorp Behavioral Sciences Research Council, 1996 - 2001, with A. Bartel, R. Freeman, and C. Ichniowski.

Co-Principal Investigator, "Effectiveness of Employee Involvement," National Science Foundation, 1996-97, with R. B. Freeman.

Investigator, "Human Resource Policies and Practices that Matter," Sloan Foundation, 1994 - 1998, with R. B. Freeman; M. Feldstein, Director.

Co-Principal Investigator, "Unions and Firm Solvency," National Science Foundation, 1991-92, with R. B. Freeman, P.I.

Investigator, "Impact of Increasing Life Expectancy on Labor Supply and Productivity," Sloan Foundation, 1988-90, with D. Ahlburg; James Vaupel, Director.

Co-Principal Investigator, "Future Role for Unions, Government, and Industry in Industrial Relations," Bureau of Labor-Management Relations and Cooperative Programs, U.S. Department of Labor, 1990, with M. Bognanno.

Principal Investigator, "Providing Business Information: Impacts on Employee Benefit Plans and Profitability," International Foundation of Employee Benefit Plans, National Bureau of Economic Research, 1987.

Co-Principal Investigator, "Employer Economic Behavior in the Face of Federally Regulated Union Organization Drives," National Science Foundation, 1985-87, with R. B. Freeman.

Investigator, "Public Sector Unionism," Sloan Foundation and National Bureau of Economic Research, 1984-86, R. B. Freeman, Director.

Principal Investigator and Director, National Labor Market Information Training Institute, U.S. Department of Labor, 1983-84.

Co-Principal Investigator, "Labor Market Information Project," Kansas Department of Human Resources, 1982-83, with A. Redwood.

Principal Investigator, "Occupational Licensing and the Allocation of Human Resources," National Science Foundation, 1981-82.

Co-Principal Investigator, "Analysis of Labor Market Information," Kansas Department of Human Resources, 1981-82, with A. Redwood.

Principal Investigator, "An Analysis of Labor Market Entrants and Exits," U.S. Department of Labor, 1977-80.

Co-author, Department of Labor Institutional Grant to the University of Kansas, with A. Redwood, D. Shulenburg, and C. Krider, 1978-82.

Principal Investigator, "Impact of Occupational Licensing on Labor Migration, Employment, and Earnings," U.S. Department of Labor, 1976-80, with R. Gay and K. Greene.

Principal Investigator, "Local Migration, Employment Change, and Earnings Change of Persons Employed in Selected Industries," U.S. Department of Labor, 1976-77.

Principal Investigator, "Interregional Labor Force Migration," U.S. Department of Labor, 1973-74.

## **SEMINARS AT ACADEMIC AND PROFESSIONAL MEETINGS**

Seminars: N.B.E.R. Summer Institute in Labor Studies, 1984-2020, Cambridge, Massachusetts. Research Studies presented at Department of Economics and Harvard Law School, Harvard University; Sloan School of Management and Department of Economics, M.I.T.; Industrial Relations Section, Department of Economics, Princeton University, Graduate School of Business, Columbia University; Stanford Institute for Theoretical Economics (SITE), Stanford Graduate School of Business, Stanford University; UCLA; Industrial Relations Institute; U.C., Berkeley; Department of Economics and Graduate School of Business, University of Chicago, Department of Economics; School of Industrial and Labor Relations, Cornell University; Princeton-Cornell Conference on the Princeton Data Improvement Project, Princeton University; Heinz College, Carnegie-Mellon University; New York University; University of Illinois; University of Wisconsin, Madison; Iowa State University; Kansas State University; Evans School of Public Affairs, University of Washington; Department of Economics, Kansas State University, College of Business and Economics, Lehigh University, Clemson University, Baylor University, Department of Economics, Bradley University, Brookings Institution, National Press Club,

Washington D.C.; Federal Trade Commission; Department of Justice; Bureau of Labor Statistics; U.S. Council of Economic Advisers, Washington, D.C.; U.S. Department of Labor; Upjohn Institute for Employment Research; U.S. Bureau of the Census; Warsaw School of Economics; Centre for Economic Performance and School of Management, London School of Economics; Cambridge University, Queen Mary University of London; Eitan Berglas School of Economics, Tel Aviv University; Federmann School of Public Policy and Government, Hebrew University; International Congress on Professional and Occupational Regulation; London, England; University of Vienna; Australian National University; University of Melbourne; Aarhus School of Business; Cardiff University, School of Business; University of Paris; European Union, Brussels; INSEE, Paris; Collegio Carlo Alberto, Turin, Italy; Organization for Economic Cooperation and Development (OECD), Paris; Bank of Italy, Rome, Italy, Graham Memorial Distinguished Lecture, McMaster University, Hamilton, Ontario, Canada, Federal Reserve Bank of Chicago and Federal Reserve Bank of Minneapolis, Symposium on “Occupational Licensing Over Time and Across Countries.

## **OTHER PROFESSIONAL ACTIVITY**

Co-editor, *Journal of Labor Research*, Special Issue on Occupational Licensing, 2021.

Chair, Symposium on Occupational Licensing Over Time and Across Countries, Federal Reserve Banks of Chicago and Minneapolis, September 2018.

Co-Chair and Co-Editor, International Symposium on the Regulation of Occupations, London School of Economics and Centre for Economic Performance for Special Issue in the *British Journal of Industrial Relations*, 2019.

Invited Testimony, U.S. House of Representatives, Small Business Committee, Subcommittee Hearings on Economic Growth, Tax, and Capital Access, February 27, 2018.

Invited Testimony, U.S. Senate Committee on the Judiciary, Subcommittee on Antitrust, Competition Policy, and Consumer Rights, February 2016.

Co-Chair and Co-Editor, International Symposium on the Regulation of Occupations, London School of Economics, Special Issue for the *British Journal of Industrial Relations*, March 2009.

Convener/Program Chair, Labor Markets, Industrial Relations Research Association/American Economic Association, 1995-2006.

Invited Co-Editor, *Industrial Relations*, 1992 (Special Issue on *Labor Market Institutions and the Future Role of Unions*), and 2007 (Special Issue on “Governing the Global Workplace”),

Editorial Boards: *Advances in Industrial and Labor Relations*, J.A.I. Press, *Journal of Accounting and Public Policy*, North Holland, *Perspectives on Work*, Labor and Employment Relations Association, *Journal of Labor Research*, Springer, *Journal of Participation and Employee Ownership*, Emerald Publishing.

Editorial Reviews for *American Economic Review*, *Journal of Political Economy*, *Quarterly Journal of Economics*, *Review of Economic Studies*, *Review of Economics and Statistics*,

*Economic Journal, Journal of Law and Economics, Yale Law Journal, Journal of Labor Economics, Industrial and Labor Relations Review, Industrial Relations, Journal of Human Resources, British Journal of Industrial Relations, American Economic Journal: Applied Economics, American Economic Journal: Economic Policy, Economic Inquiry, Labour Economics, Journal of Regulatory Economics, Journal of Economic Geography, Journal of Empirical Legal Studies* Columbia University Conference on Behavioral Research in Industrial Relations, National Bureau of Economic Research/University of Chicago Book Series, Brookings Institution Book Series, Upjohn Institute for Employment Policy Book Series, Russell Sage Foundation, Growth and Change, European Journal of Law and Economics, International Regional Science Review, Journal of Economic and Social Measurement, Journal of Policy Analysis and Management, International Journal of Forecasting, Economics of Education Review, Policy Studies Journal, The Journal of Economic Education, Advances in Industrial and Labor Relations, Journal of Accounting and Public Policy, Journal of Economics and Management Strategy, Quarterly Review of Economics and Finance, Southern Economic Journal, Eastern Economic Journal, Cityscape, International Review of Law and Economics, Public Choice, National Institute Economic Review, Regulation & Governance, Journal of Health Politics, Policy and Law, Contemporary Economic Policy, Labour and Industry, Academy of Management Review, Small Business Administration Office of Advocacy Peer Review, Smith Richardson Foundation, Russell Sage Foundation, and the National Science Foundation,

Referee, Small Grants Review Panel, U.S. Department of Labor.

Invited Evaluator, College Curriculum Project, U.S. Bureau of the Census.

Reviewer, Dissertation Research Awards, Social Science Research Council.

Regular Economics Reviewer, Social and Economic Science Division, National Science Foundation

## **OTHER ACADEMIC HONORS**

Established the Kleiner Prize for Outstanding Research in labor economics by a Doctoral student, awarded annually by the University of Illinois, Urbana-Champaign, Department of Economics Omicron Delta Epsilon (Economics Honorary)  
Center for Advanced Computation Fellowship, University of Illinois  
Social Science Research Council Dissertation Fellowship

## **PROFESSIONAL ASSOCIATIONS**

American Economic Association  
Labor and Employment Relations Association  
Society of Labor Economists  
Association for Public Policy Analysis and Management

## **REFERENCES**

Available upon request